



FOR PSA MEMBERS: **WESTERN CAPE DEPARTMENT OF EDUCATION (WCED)**

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16-03-2026

## Feedback: WCED bilateral meeting - 10 March 2026

The Western Cape Department of Education (WCED) held a bilateral meeting on 10 March 2026. The Department confirmed its intention to implement service benefits for contract Public Service (PS) workers with effect from 1 April 2026, as follows:

- Contract PS employees/workers appointed on contract for a maximum period of six months will receive 37% *in lieu* of benefits.
- Contract PS employees/workers appointed on contract for a period exceeding six months will be granted access to benefits (not the 37%).

The WCED has further undertaken to consider the union request that employees appointed for more than six months be granted a choice between the following, instead of only one option:

- Receiving access to benefits, or
- Granted 37% *in lieu* of benefits.

The employer will provide its formal response to this proposal at the Multi-Lateral Forum (MLF) meeting scheduled for 26 March 2026. The PSA will continue to represent members' interests and will provide feedback following the MLF meeting.

Reuben Maleka  
GENERAL MANAGER